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ABSTRACT

In the context of today's changing work world, analysis of training needs also must change. This book, designed for people in both industry and education who are directly or indirectly involved in helping people to learn in the workplace, encourages people to look beyond the common checklist approach to training needs analysis, which assumes that organizational life is clearly bounded and fairly static, and to adopt a more imaginative, holistic approach. The book examines changing working patterns and changing relationships between skills, linking these changes to a new approach to analyzing changing needs. The 10 chapters examine the following: patterns of new working practices; skills, knowledge, and abilities; developing a strategy; gathering and analyzing information; taking account of changing work practices; investigating motor skills, perceptual and thinking skills, and knowledge and attitudes; and taking a wide view of learning needs. The book offers a wide range of investigative methods designed to identify learning needs and determine what kinds of support would be appropriate. With each method, examples and case studies showing how it can be applied are provided. In addition, the book contains numerous self-diagnosis sections to encourage readers to relate the ideas and techniques to their own situations. The book contains 7 suggested readings and 31 references. (KC)

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